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ABSTRACT

This report, in both English and Afrikaans, is based on data gathered during a September 1994 mail survey of 215,284 South African graduates that elicited a total response rate of 18.3%. It details the remuneration of graduates (as of July 1, 1994) in the following educational occupations: rector, principal, or inspector of education; lecturer; teacher; educational advisor; and educationalist. Presented first are brief descriptions of the survey group; survey questionnaire, procedures used to analyze/present the data, and nature/scope of data reported under the various table headings. The nine tables constituting the remainder of the document present data on the following: median income of graduates working full time according to employer sector/occupation (overall and by gender), occupation/region/employer sector, occupation/post level/employer sector, occupation/work experience/employer sector, and occupation/working hours/employer sector; median income of full-time employees and self-employed persons according to occupation/economic sector; comparison of the income of men and women working full time according to occupation/work experience; and median income of graduates working full time according to occupation/work experience/population group/employer sector and field and level of study and employer sector. (MN)

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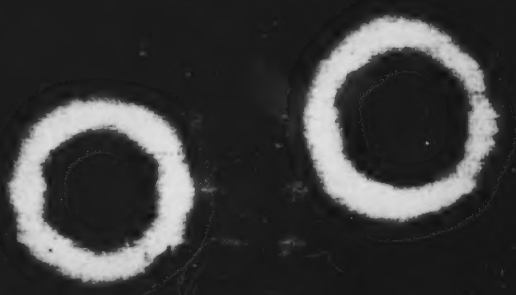

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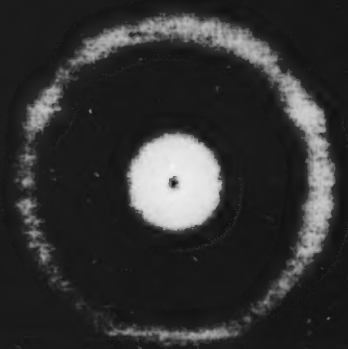

VERGOEDING VAN GEGRADUEERDES

CE023014

Remuneration of graduates

as at 1 July 1994

Vergoeding van gegradueerdes

soos op 1 Julie 1994

Education occupations

Onderwysberoepe

Remuneration of graduates

Vergoeding van gegradueerdes

as at 1 July 1994

soos op 1 Julie 1994

Johan Jacobs

Johan Jacobs

Administrative support:-
Helmien Craemer
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Administratiewe ondersteuning:-
Helmien Craemer
Annetjie Verster

Education occupations

Onderwysberoepe

Human Sciences Research Council **Raad vir Geesteswetenskaplike Navorsing**

Pretoria
1996

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The remuneration of graduates in the undermentioned occupations is analysed in this report. A list of available reports is given on the back cover.

Die vergoeding van gegradueerdes in die ondergemelde beroepe word in hierdie verslag ontleed. 'n Lys van beskikbare verslae verskyn op die agterblad.

RECTOR,PRINCIPAL,INSPECTOR OF EDUCATION

- Rector, vice-rector (university, technikon)
- Rector,vice-rector (other)
- School principal, vice school principal
  Headmaster/school principal
  Vice-headmaster
- Inspector/superintendent of education

REKTOR, SKOOLHOOF, ONDERWYSINSPEKTEUR

- Rektor, viserektor (universiteit, technikon)
- Rektor, viserektor (ander)
- Hoof, adjunkhoof: skool, kollege
  Skoolhoof
  Adjunkhoof
- Onderwysinspekteur

LECTURER

- Dean / faculty head
- Lecturer (university, technikon)
- Lecturer (not university, technikon)
- Academic assistant (university)

LEKTOR, DOSENT

- Dekaan, fakulteitshoof
- Lektor,dosent (universiteit, technikon)
- Lektor,dosent(nie universiteit,technikon)
- Akademiese assistent (universiteit)

TEACHER

- Nursery school teacher
- Teacher
  Teacher
  Head of department (teaching)
- Teacher: private tuition

ONDERWYSER

- Kleuterskoolonderwyser
- Onderwyser
  Onderwyser
  Departementshoof (by skool)
- Onderwyser: privaatonderrig

EDUCATION OCCUPATIONS N.E.C.

- Educational advisor
- Educationalist

ONDERWYSBEROEPE N.E.G.

- Onderwysadviseur
- Onderwyskundige

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The information of this and previous surveys has been computerized and further analyses according to qualifications, field of study, population group, gender, years work experience, age, postal codes, employer, industry, fringe benefits etcetera are possible. For instance, it is possible to compile incomes for specific occupations and occupational groups in a specific region or town. A breakdown of the salary and fringe benefits can also be given according to any combination of the above variables. It is also possible to provide the incomes of graduates with specific majors according to the level of their (highest) qualification. Information is available not only for occupations covered in this report but for graduates is all fields of study and occupations.

Users with particular needs can contact the HSRC for additional analyses. (Tel: (012) 202-2760)

Die inligting van hierdie en vorige opnames is op rekenaardatastelle aangeteken en verdere ontledings volgens kwalifikasie, studierigting, bevolkingsgroep, geslag, jare werkervaring, ouderdom, poskode, werkgewer, bedryf, byvoordele ensovoorts is moontlik. Dit is byvoorbeeld moontlik om inkomstes vir spesifieke beroepe en beroepsfamilies in 'n spesifieke streek or dorp saam te stel. Die samestelling van die salaris en byvoordele kan ook gegee word volgens enige kombinasie van bogenoemde veranderlikes. Dit is ook moontlik om die inkomste van gegradueerdes met spesifieke hoofvakke volgens die vlak van hulle (hoogste) kwalifikasie te verskaf. Benewens die beroepe in hierdie verslag, is inligting ook vir alle studierigtings en ander beroepe wat gegradueerdes beoefen, beskikbaar.

Gebruikers wat besondere behoeftes het, kan die RGN vir bykomende ontledings nader. (Tel: (012) 202-2760)

1. INTRODUCTION

Remuneration is probably one of the most important motivating factors in modern society as it greatly affects the satisfaction of our needs and expectations. It plays an important role in the supply and demand situation of human resources and the utilization of labour in a country. As wage levels are continuously changing, regular surveys are necessary to monitor trends over a period of time.

Since 1971 the HSRC has undertaken regular surveys of the occupational incomes of graduates. This is the twelfth survey in the series and is the first since 1981 to include all graduates simultaneously. The aim of this report is to analyse and reflect the occupational income of graduates in educational occupations as at 1 July 1994.

The information is widely used by career guidance teachers, councellors and prospective students to determine the profitability of careers. Tertiary education planners use the information to evaluate the financial returns on tertiary education and specific fields of study. Employers and human resource managers find it very useful in compiling income packages. It also provides a basis for salary negotiations in the case of employees and employee organizations. Furthermore legal practitioners and actuaries use the information to establish the potential lifetime earnings of people for third party claim purposes.

1. INLEIDING

Vergoeding van arbeid is seker een van die belangrikste motiverende faktore in die moderne samelewing omdat dit 'n invloed uitoefen op die bevrediging van behoeftes en verwagtinge van die mens. Dit speel 'n belangrike rol in die vraag- en aanbodsituasie van menslike hulpbronne asook die uiteindelike benutting van arbeid in 'n land. Vergoedingstrukture verander voortdurend en gereelde opnames is dus noodsaaklik om tendense te monitor.

Die RGN onderneem sedert 1971 gereelde opnames oor die beroepsinkomste van gegradueerdes. Hierdie is die twaalfde opname in die reeks en is die eerste opname sedert 1981 waarin alle gegradueerdes gelyktydig betrek word. Die doel met hierdie verslag is om die beroepsinkomste van gegradueerdes in onderwysberoepe soos op 1 Julie 1994 te ontleed en weer te gee.

Die inligting word dikwels deur loopbaanvoorligters en voornemende studente gebruik om die winsgewendheid van loopbane te bepaal. Tersiêre onderwysbeplanners gebruik die inligting om die finansiële voordeel van tersiêre onderwys en studierigtings te evalueer. Werkgewers en menslike hulpbronbestuurders vind die inligting baie nuttig om inkomstepakette saam te stel. Dit dien ook as basis vir salarisonderhandelings in die geval van werknemers en werknemerorganisasies. Verder gebruik regspraktisyns en aktuarisse die inligting om die potensiële verdienste van persone oor 'n leeftyd te raam vir onder andere derdeparty-eise.

2. SURVEY GROUP AND QUESTIONNAIRE

The most comprehensive source of names and addresses of graduates residing in South Africa is the HSRC Register of Graduates. The Register contains information on approximately 420000 graduates. The information is obtained from universities and individuals. The Register is maintained continuously by updating existing records (using information obtained from graduates as well as universities), removing obsolete records (such as those of deceased persons and emigrants) and adding information on new graduates. Details such as population group, gender, date of birth, preferred language of correspondence, postal address and educational qualifications (level, field of study, institution where obtained and year awarded) are recorded in the Register.

During September 1994 postal questionnaires were sent to 215284 graduates on the Register. In total, 39495 completed questionnaires were returned. This represents a total response rate of 18,3%.

The following information (as at 1 July 1994) not included in the Register was obtained by means of this questionnaire: the respondent's occupation, work status, employer, number of hours and weeks spent on occupational activities, years of work experience, economic sector, post level, professional registration as well as salary and the financial value of fringe benefits.

2. ONDERSOEKGROEP EN VRAELYS

Die omvattendste bron wat name en adresse van gegradueerdes woonagtig in Suid-Afrika bevat, is die RGN se Register van Gegradueerdes. Die Register bevat inligting oor ongeveer 420000 gegradueerdes wat verkry word vanaf universiteite en indiwidue. Die Register word voortdurend in stand gehou deur bestaande rekords op te datee: (d.m.v. inligting wat van gegradueerdes en universiteite ontvang word), verouderde rekords (byvoorbeeld oorledenes en emigrante) te skrap en die gegewens van pasgegradueerdes by te voeg. Besonderhede van gegradueerdes soos bevolkingsgroep, geslag, geboortedatum, korrespondensietaal, posadres en opvoedkundige kwalifikasies behaal (peil, studierigting, instelling waar behaal en jaar toegeken) word op die Register aangeteken.

Gedurende September 1994 is posvraelyste aan 215284 gegradueerdes op die Register gestuur. In totaal is 39495 voltooide vraelyste terug ontvang. Dit verteenwoordig 'n totale deelnamekoers van 18,3%.

Die volgende bykomende inligting (soos op 1 Julie 1994) tot die beskikbare gegewens op die Register is deur middel van die vraelys ingewin: die respondent se beroep, werkstatus, werkgewer, werkure en werkweke aan beroepsaktiwiteite bestee, jare werkervaring, ekonomiese sektor, posvlak, professionele registrasie, asook salaris en die finansiële waarde van byvoordele.

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The respondents' anonymity was protected throughout and at no time was a respondent's name linked to a completed questionnaire. The analyses in this report are also presented in such a way that the anonymity of individuals is safeguarded. For example, analyses for categories with less than ten persons are not given.

Die anonimiteit van respondente is deurgaans gehandhaaf deurdat geen naam of adres aan 'n voltooide vraelys gekoppel is nie. Ontledings in hierdie verslag word ook so aangebied dat die anonimiteit van indiwidue beskerm word. Ontledings van kategorieë met minder as tien persone word byvoorbeeld nie verstrek nie.

The Register includes more than 60% of the graduate population of South Africa. The particulars of persons who did not take part in the survey would therefore have to differ dramatically from those of the respondent group to result in the Register being unsuitable for the purpose of this survey.

Die Register sluit na raming meer as 60% van die gegradueerde bevolking van Suid-Afrika in. Die besonderhede van persone wat nie aan die opname deelgeneem het nie, sou dus dramaties van besonderhede van die respondentegroep moes verskil om die Register vir die doel van hierdie opname onbruikbaar te maak.

Although the response rate of 18,3% compares poorly with previous surveys (38% in 1990 and 30% in 1991), it is still relatively good for a postal survey in which data concerning income is gathered.

Alhoewel die deelnamekoers van 18,3% swak met vorige opnames vergelyk (38% in 1990 en 30% in 1991), is dit steeds relatief goed vir 'n posopname wat inkomstedata insamel.

The extent to which the respondent group represents the Register, was checked by comparing the biographic particulars of the respondent group (N=39495) with those of the survey group (N=420000). The comparison showed that the biographic particulars of the two groups differed hardly at all.

In watter mate die respondentegroep die Register verteenwoordig, is nagegaan deur die biografiese besonderhede van die respondentegroep (N=39495) met die biografiese besonderhede van alle gegradueerdes op die Register (N=420000) te vergelyk. Die vergelyking het getoon dat die biografiese gegewens van die twee groepe weinig verskil.

It can therefore be accepted with a reasonable degree of confidence that the findings give a good indication of the occupational income of graduates in South Africa.

Daar kan dus met 'n redelike mate van sekerheid aanvaar word dat die ontledings 'n goeie aanduiding gee van die beroepsinkomste van gegradueerdes in Suid-Afrika.

3. EXPLANATORY REMARKS

The following explanatory remarks are necessary for the interpretation of the analyses:

3.1 Remuneration

Respondents were asked to indicate the financial remuneration (before any tax or other deductions) received from the following sources as a result of the direct pursuit of their occupation:

3.1.1 Salary

- *Basic salary/income:* With regard to employees basic salary refers to the gross salary received before any deductions. In the case of self-employed persons, income includes the net income from the direct pursuit of the occupation prior to taxation.
- *Allowances* received e.g. salary, occupational allowances.
- *Director's fees* obtained as a result of the pursuit of the occupation that was indicated.
- *Overtime or related salaried work done after hours.*
- *Commission* earned.
- Income derived from *consultation.*
- Income derived from *lecturing in a part-time capacity.*
- *Profit sharing, trade or production bonus.*
- *Cash bonus* e.g. 13th cheque, service or holiday bonus.

3. VERDUIDELIKENDE OPMERKINGS

Vir die interpretasie van die ontledings is die volgende verduidelikende opmerkings nodig:

3.1 Vergoeding

Die respondente is versoek om die finansiële vergoeding (voor enige belasting of ander aftrekkings) ontvang as gevolg van die direkte beoefening van hulle beroep uit die volgende bronne te verstrek:

3.1.1 Salaris

- *Basiese salaris/inkomste:* Ten opsigte van werknemers verwys die basiese salaris na die bruto salaris wat ontvang word voor enige aftrekkings. Vir selfgeëmployeerdes sluit dit die netto inkomste in wat verkry word uit die direkte beoefening van die beroep voor belasting.
- *Toelaes* verkry soos byvoorbeeld salaris-, beroepstoelaes.
- *Direkteursgelde* verkry uit die beoefening van die aangeduide beroep.
- *Oortyd of verbandhoudende na-uurse werk.*
- *Kommissie* verdien.
- Inkomste verdien deur *konsultasie.*
- Inkomste verdien deur *deeltydse onderrig.*
- *Winsdelings-, handels- of produksiebonus.*
- *Kontantbonus* soos byvoorbeeld 13e tjek, diens- of vakansiebonus.

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3.1.2 Fringe benefits

The cash value of fringe benefits was taken into consideration in determining the income package. In the questionnaire respondents were asked to indicate according to a list of fringe benefits whether or not they received such benefits and, if they did, what they considered the average annual value of such benefits to be.

The following fringe benefits were identified and included in the *package*:

- *Pension* - refers to the employer's contribution to a pension or endowment fund.
- *Medical* - refers to the employer's contribution to a medical fund.
- *Transport or petrol allowance* - refers to the estimated cash value of a company or subsidised vehicle for private use as well as any transport or petrol allowance.
- *Entertainment allowance.*
- *Housing* - refers to a housing subsidy received from an employer or the cash value of a lower (subsidised) interest rate or housing or lodging at a low rental, low tariff or free. In the latter case respondents were asked to indicate the difference between the normal tariff and the actual amount paid.
- *Other fringe benefits* such as employer's contribution towards clothing, telephone, insurance premiums, study aid, subsidised purchases, cafeteria facilities, etcetera.

3.1.3 Package

Package refers to the total income package. It is the *salary* plus *fringe benefits* from the above sources. To calculate this, the salary and financial value of fringe benefits of only the respondents who answered the question on fringe benefits were taken into account. The number of persons in the salary and package columns may differ because those who did not answer the fringe benefits question or indicated that they received the benefit but did not give a cash value, were not included in calculating the median of the income package.

Some people did not give a breakdown of their income while others provided only a portion of their salary. In calculating the median *salary* these doubtful cases were not taken into account. However, they were included in calculating the median *package* when the value of the total *package* was clearly indicated.

3.2 Percentile value

Salary and income package figures are indicated by means of percentile values. The percentile values 25, 50(Me) and 75 are used in the tables. The percentile value 25, also called the first quartile value, indicates the point where 25% of a specific group of persons received **less** and 75% receive **more** than the income indicated. The fiftieth percentile value, also called the median (Me), indicates the point where 50% of a group receive **less** and 50% receive **more** than the income indicted. For the purpose of analysing income levels, the median value is regarded as a better index than the arithmetic mean as it is less sensitive to extremely high or extremely low income values. Please note that the percentile values above and below the median, in other words the 25 and

3.1.2 Byvoordele

Die geldwaarde van byvoordele is by die bepaling van die inkomstepakket in ag geneem. In die vraelys is respondente versoek om teenoor 'n lys van byvoordele aan te dui of hulle die byvoordeel van hul werkgewer ontvang of nie, en indien wel, wat, na hul mening, die gemiddelde jaarlikse waarde daarvan is.

Die volgende byvoordele is onderskei en ingesluit by die *pakket*:

- *Pensioen* - verwys na die werkgewer se bydrae tot 'n pensioen- of voorsorgfonds.
- *Medies* - verwys na die werkgewer se bydrae tot 'n mediese fonds.
- *Vervoer of petroltoelae* verwys na die geraamde kontantvoordeel van 'n maatskappy of gesubsidieerde voertuig vir private gebruik asook enige vervoer- of petroltoelae.
- *Onthaaltoelae.*
- *Behuising* - verwys na 'n behuisingsubsidie ontvang van 'n werkgewer of die kontantwaarde van 'n laer (gesubsidieerde) rentekoerslening of huisvesting of losies teen 'n laer huur, laer tarief of gratis. Die respondent is gevra om in laasgenoemde geval die verskil tussen die markverwante tarief en dit wat hy werklik betaal, aan te dui.
- *Ander byvoordele*, soos werkgewer se bydrae tot klere, telefoon, versekeringspremies, studiehulp, gesubsidieerde aankope, kafeteriafasiliteite, ensovoorts.

3.1.3 Pakket

Pakket verwys na die totale inkomstepakket. Dit is die *salaris* plus *byvoordele* uit bogenoemde bronne. Om dit te bereken, is slegs die respondente wat die vraag oor byvoordele beantwoord het se salaris en finansiële byvoordele in berekening gebring. Die getal persone in die salaris- en pakketkolomme mag verskil aangesien persone wat die byvoordelevraag nie beantwoord het nie of aangetoon het dat hulle 'n byvoordeel ontvang en dan nie 'n Randwaarde aangedui het nie, buite rekening gelaat is in die berekening van die mediaanpakket.

In sommige gevalle het persone nie 'n verdeling van hulle inkomste aangedui nie of slegs 'n gedeelte van hulle salaris aangedui. In hierdie gevalle is die indiwidue by die berekening van die mediaansalaris buite rekening gelaat. Hierdie persone is egter wel ingesluit by die berekening van die mediaan van die *pakket* indien hulle die totale *pakket* se waarde duidelik aangedui het.

3.2 Persentielwaarde

Salaris- en inkomstepakketsyfers word met behulp van persentielwaardes aangedui. Die persentielwaardes 25, 50(Me) en 75 word in die tabelle gebruik. Die persentielwaarde 25, of ook genoem die eerste kwartielwaarde, dui die punt aan waar 25% van 'n spesifieke groep persone **minder** en 75% van die groep **meer** as die aangeduide inkomste ontvang. Die vyftigste persentielwaarde, ook die mediaan (Me) genoem, dui die punt aan waar 50% van 'n groep **minder** en 50% van die groep **meer** as die aangeduide inkomste ontvang. Vir die doeleindes van ontledings van inkomstes word die mediaanwaarde as 'n beter indeks beskou as die rekenkundige gemiddelde, omdat dit minder gevoelig is vir uiters hoë of lae inkomstewaardes. Daar moet ook

75 percentile values, indicate the range of income values in a specific occupational group.

For example, if the percentile values for a particular occupation are indicated as R100000 (25%), R144000 (Me) and R200000 (75%) per annum, this means **(a)** that 50% of the persons in that occupation earn less and 50% earn more than R144000 per annum, **(b)** that 50% (difference between 25% and 75%) of the persons indicated that they earn between R100000 and R200000 per annum and **(c)** that 25% of the persons (or one out of every 4) earn more than R200000 per annum.

3.3 Occupation

Respondents were requested to indicate the occupation they were practising (or the one to which they devoted most of their time) as at 1 July 1994. A functional description, irrespective of training, qualifications or rank was requested.

The occupational titles indicated by the respondents were used to classify them according to occupational categories. This means that a lecturer or a manager with an engineering qualification was not classified as engineer, but rather as lecturer or manager respectively.

The *Standard Occupational Classification*[1] was used as a base to classify the occupations and to group them into unit and major groups.

3.4 Employer sector

Three main employer categories *viz.* ***public sector, private sector*** and ***self-employed*** were distinguished in the analyses. The respondents were asked to choose the employer where they practised their occupations from the following:

(a) *Employees in the public sector*

The following employer sectors jointly form the public sector:

- Government: people employed by central government or provincial administrations.
- Regional or local authorities (e.g. town or city councils).
- Universities and technikons.
- Other semi-government: i.e. employees of government-controlled or government-aided organisations, e.g. HSRC, CSIR, control boards, SABS.

(b) *Employees in the private sector*

The following employer categories are included in this sector:

- Public corporations (e.g. SABC, ESCOM, ARMSCOR, Rand Water Board).
- Professional practices (e.g. those of auditors, attorneys).

daarop gelet word dat die persentielwaardes weerskante van die mediaan, met ander woorde die 25 en 75 persentielwaardes, die spanwydte van inkomstewaardes in 'n spesifieke beroepsgroep aandui.

Byvoorbeeld, indien die persentielwaardes vir 'n spesifieke beroep aangedui word as R100000 (25%), R144000 (Me) en R200000 (75%) per jaar, beteken dit **(a)** dat 50% van die persone in daardie beroep minder en 50% meer as R144000 per jaar verdien, **(b)** dat 50% (die verskil tussen 25% en 75%) van die persone aangetoon het dat hulle 'n inkomste tussen R100000 en R200000 per jaar ontvang en **(c)** dat 25% van die persone (of een uit elke 4) meer as R200000 per jaar verdien.

3.3 Beroep

Die respondente is versoek om die beroep wat hulle op 1 Julie 1994 beoefen het (of waaraan die meeste tyd bestee is) aan te dui. 'n Funksionele omskrywing van die beroep, ongeag opleiding, kwalifikasies of rang is gevra.

Die beroepsbenaming wat die respondent aangedui het, is gebruik om die respondent in 'n beroepskategorie te klassifiseer. Dit beteken dat 'n lektor of bestuurder met 'n kwalifikasie in ingenieurswese nie by ingenieurs nie, maar wel by lektore of bestuurders gegroepeer is.

Die *Standaardberoepsklassifikasie*[1] is as basis gebruik om die beroepe te klassifiseer en in eenheidsgroepe en hoofgroepe te groepeer.

3.4 Werkgewersektor

In die ontledings word drie hoofwerkgewersektore onderskei naamlik ***openbare sektor, private sektor*** en ***selfgeëmplojeerd.*** Die respondente is versoek om die werkgewer waar hulle hul beroepe beoefen uit een van die volgende te kies.

(a) *Werknemers in die openbare sektor*

Die volgende werkgewers vorm gesamentlik die openbare sektor:

- Staat: werknemers van die sentrale owerheid of provinsiale administrasies.
- Streeks- of plaaslike owerhede (bv stads- of dorpsrade).
- Universiteite en technikons.
- Ander semi-staat instellings: d.w.s. werknemers van staatsbeheerde of staatsondersteunde organisasies, byvoorbeeld die RGN, WNNR, beheerrade, SABS.

(b) *Werknemers in die private sektor*

Die volgende werkgewerkategorieë word in hierdie sektor ingesluit:

- Openbare korporasies (byvoorbeeld SAUK, ESKOM, KRYGKOR, Randwaterraad).
- Professionele praktyke (byvoorbeeld dié van ouditeure, prokureurs).

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[1] Central Statistical Services 1986. Pretoria.
Standard Classification of Occupations. Report 09-90-01.

Sentrale Statistiekdiens 1986. Pretoria.
Standaardberoepsklassifikasie. Verslag 09-90-01.

- Business enterprises (e.g. close corporations or companies).
- Non-government organisations without profit motive (e.g. churches, welfare organisations, trade unions).

(c) *Self-employed persons*

This sector refers to persons who work for themselves and includes (1) partners in professional concerns and/or (2) directors of a **personal** private practice, concern or business.

3.5 Geographical distribution

The postal codes of the postal addresses were used to group the respondents according to the nine provinces and larger metropolitan areas. The following areas are distinguished in this report:

- *Johannesburg* includes Halfway House, Lenasia, Randburg, Sandton and Soweto
- *Pretoria* includes Verwoerdburg, Mamelodi, Laudium Atteridgeville, Soshanguve,Wonderboom & Akasia
- *Rest of Gauteng*
- *Mpumalanga*
- *Northern Province*
- *North West*
- *Durban, Pinetown* includes Amanzimtoti & Isipingo
- *Rest of KwaZulu/Natal*
- *Eastern Cape*
- *Cape Town* includes Bellville and Kuils River
- *Rest of the Western Cape*
- *Northern Cape*
- *Free State.*

3.6 Post level

Respondents indicated the post level which they occupied in their occupation. The following levels were identified:

- *learner/intern/articled clerk*
- *junior level*
- *middle level*
- *senior level*
- *top level.*

3.7 Age and years of work experience

When comparing income it is important to take the effect of years of work experience into account. Respondents were asked to indicate the number of years of working experience since entering the labour market, irrespective of employer, occupation or rank (vacation work and military service excluded). The respondents' age was obtained from the Register of graduates.

3.8 Employment status and working hours

People working full time, usually earn substantially more

- Besigheidsondernemings (byvoorbeeld beslote korporasies of maatskappye).
- Nie-staatsinstellings sonder winsmotief (byvoorbeeld kerke, welsynsorganisasies, vakunies).

(c) *Selfgeëmployeerdes*

Hierdie sektor verwys na persone wat vir hulself werk en sluit in (1) vennote van professionele ondernemings en/of (2) direkteure van 'n **persoonlike** private praktyk, onderneming of besigheid.

3.5 Geografiese verspreiding

Die poskodes van die posadresse is gebruik om die respondente volgens die nege provinsies en groter stedelike sentra in te deel. Die volgende gebiede word in hierdie verslag onderskei:

- *Johannesburg* sluit Halfweghuis, Lenasia, Randburg, Sandton en Soweto in
- *Pretoria* sluit Verwoerdburg, Mamelodi, Laudium Atteridgeville, Soshanguve,Wonderboom & Akasia in.
- *Res van Gauteng*
- *Mpumalanga*
- *Noordelike Provinsie*
- *Noordwes*
- *Durban, Pinetown* sluit Amanzimtoti en Isipingo in
- *Res van KwaZulu/Natal*
- *Oos-Kaap*
- *Kaapstad* sluit Bellville en Kuilsrivier in
- *Res van die Wes-Kaap*
- *Noord-Kaap*
- *Vrystaat.*

3.6 Posvlak

Die respondente het die posvlak wat hulle in die beroep beklee aangetoon. Die volgende posvlakke is onderskei:

- *leerling/intern/ingeskrewe klerk*
- *junior vlak*
- *middel vlak*
- *senior vlak*
- *top vlak.*

3.7 Ouderdom en jare werkervaring

In die vergelyking van inkomstes is die invloed van jare werkervaring 'n belangrike faktor om in berekening te bring. Respondente is versoek om hul jare werkervaring waarvoor vergoeding ontvang is sedert hulle tot die arbeidsmag toegetree het, ongeag werkgewer, beroep of rang (vakansiewerk en diensplig uitgesluit) aan te dui. Respondente se ouderdom is van die Register van gegradueerdes verkry.

3.8 Werkstatus en werkure

Persone wat voltyds werk, verdien normaalweg heelwat

than part time workers. Respondents were therefore asked to indicate whether they practised their occupations on a full time or part time basis. In addition to this, the number of hours people devote to the pursuit of their occupations also have an effect on their income. Respondents were therefore also asked to indicate the number of hours per week (i.e. office hours, overtime and after hours) normally devoted to occupational activities. Since leave also affect time spent on the specific career, respondents were asked to indicate the number of working weeks per annum normally devoted to occupational activities. By using the indicated working hours and working weeks, the working hours of the respondents were adjusted $\left\{\frac{hours \times working\ weeks}{52}\right\}$ to obtain the actual time devoted to the occupation.

Working hours were used to classify people as working full time or part time in the cases where individuals did not indicate their employment status. The tables reflect the income of graduates working full time only. However, Table 5 includes graduates working part-time and gives a breakdown according to working hours.

4. ANALYSES AND FINDINGS

The most important results of the survey appear in Tables 1 to 8. The tables are mostly self-explanatory and are not discussed in detail.

When comparing the income of the different categories it is important that working experience (and relating age) and the number of hours worked be kept in mind. This information is therefore also shown in the tables.

Categories with less than ten persons are not shown in the tables to safeguard anonymity and to ensure that the income figures indicated are based on information received from a reasonable number of respondents. The information on these categories was, however, included in the calculations of subtotals of the income figures for the different occupational groups.

It will be noticed that all the occupations are not analysed according to all the variables. The main reason for this is that the number of persons in certain categories is too small with the result that meaningful analyses of those groups were not possible.

Table 1 reflects the income of graduates working full time according to employer sector and occupation. Separate tables are also given for men and women.

In addition to employer sector and occupation a further breakdown is given in Tables 2 to 7 according to geographical region, post level, work experience, working hours, gender and population group.

The field of study and level of qualification referred to in Table 8 are the highest a person has attained. In the case where a person obtained more than one degree on the same level, the most recent qualification was used for the classification.

meer as deeltydse werkers. Daarom is respondente versoek om aan te dui of hulle die beroep voltyds of deeltyds beoefen. Hierbenewens het die aantal werkure wat persone aan die beoefening van hulle beroep bestee, net so 'n groot invloed op hulle inkomste. Respondente is daarom ook versoek om die aantal ure aan te dui wat normaalweg per week (dit is kantoorure, oortyd en nauurs) aan die beoefening van die betrokke beroep bestee word. Aangesien verlof ook 'n invloed op die tyd wat aan die spesifieke beroep bestee word, uitoefen, is respondente verder versoek om die aantal werkweke per jaar aan te dui wat normaalweg aan die beoefening van die beroep bestee word. Met behulp van die aangeduide werkure en werkweke is beroepsbeoefenaars se werkure aangepas $\left\{\frac{ure \times werkweke}{52}\right\}$ om die werklike tyd te bepaal wat aan die beoefening van die beroep bestee is.

In gevalle waar twyfel oor 'n persoon se werkstatus bestaan het, is die werkure gebruik om 'n persoon as voltyds of deeltyds te klassifiseer. In die tabelle is slegs persone wat voltyds werk ingesluit. Tabel 5 verskaf egter inligting vir voltydse sowel as deeltydse persone volgens ure per week gewerk.

4. ONTLEDINGS EN BEVINDINGE

Die belangrikste resultate van die opname verskyn in tabelle 1 tot 8. Die tabelle is grootliks selfverduidelikend en word dus nie in besonderhede bespreek nie.

Wanneer die inkomste in verskillende kategorieë met mekaar vergelyk word, is dit belangrik om werkervaring (en ouderdom wat hiermee verband hou) en werkure in gedagte te hou. Om hierdie rede word dié inligting ook in die tabelle gegee.

Indien minder as tien persone in 'n kategorie voorkom, word die inligting nie in die tabelle aangetoon nie om die anonimiteit van respondente te beskerm en ook om te verseker dat die aangeduide inkomstesyfers gebaseer is op 'n redelike aantal respondente se inligting. Hierdie kategorieë se inligting is wel in aanmerking geneem by die berekening van subtotale van die inkomstesyfers vir die verskillende beroepsgroepe.

Daar sal opgemerk word dat al die beroepe nie volgens al die veranderlikes ontleed word nie. Die rede hiervoor is dat die getal persone in sekere kategorieë te klein is, met die gevolg dat geen sinvolle ontledings vir die groepe moontlik was nie.

Tabel 1 reflekteer die inkomste van gegradueerdes wat voltyds werk volgens werkgewersektor en beroep. Afsonderlike tabelle word ook vir mans en vroue verskaf.

Benewens beroep en werkgewersektor word die inkomste in tabelle 2 tot 7 ontleed volgens geografiese gebied, posvlak, werkervaring, werkure, geslag en bevolkingsgroep.

Die studierigting en kwalifikasievlak waarna in tabel 8 verwys word, is dié van 'n persoon se hoogste kwalifikasie. Sou die persoon meer as een kwalifikasie op dieselfde vlak behaal het, is die persoon se jongste kwalifikasie vir die indeling gebruik.

TABLE 1(a)

MEDIAN INCOME OF GRADUATES WORKING FULL TIME ACCORDING TO EMPLOYER SECTOR AND OCCUPATION

TABEL 1(a)

MEDIAANINKOMSTE VAN GEGRADUEERDES WAT VOLTYDS WERK VOLGENS WERKGEWERSEKTOR EN BEROEP

EMPLOYEES: PUBLIC SECTOR

WERKNEMERS: OPENBARE SEKTOR

OCCUPATION	MEDIAN #			SALARY				PACKAGE		BEROEP
	A	E	H	N**	25%	Me	75%	N	Me	
15 EDUCATION AND RELATED OCCUPATIONS	42	18	38	5241	59300	77700	97500	3843	90800	ONDERWYS- EN VERWANTE BEROEPE
151 RECTOR,PRINCIPAL,INSPECTOR OF EDUC.	48	26	40	733	90600	98000	106600	524	113000	REKTOR,SKOOLHOOF,ONDERWYSINSPEKTEUR
•Rector,vice-rector (univ.,technikon)	55	32	49	16	155300	179600	207500	14	256100	•Rektor,viserektor (univ.,technikon)
•Rector,vice-rector(other)	50	27	42	32	104000	108600	122900	23	127600	•Rektor, viserektor (ander)
•School principal,vice school principal	48	25	39	566	87300	96800	104900	410	109100	•Hoof, adjunkhoof: skool, kollege
Headmaster/school principal	48	26	39	439	90800	97900	105500	324	111800	Skoolhoof
Vice-headmaster/school principal	45	23	40	127	78000	85700	92100	86	98700	Adjunkhoof
•Inspector/superintendent of education	50	28	42	119	101800	107200	113100	77	123200	•Onderwysinspekteur
152 LECTURER	43	20	41	2047	72700	90000	109000	1588	104300	LEKTOR, DOSENT
•Dean / faculty head	52	30	46	22	121000	140000	150800	17	170500	•Dekaan, fakulteitshoof
•Lecturer (university, technikon)	44	20	42	1619	77200	91400	112600	1294	108400	•Lektor, dosent (univ., technikon)
•Lecturer (not university, technikon)	42	17	35	372	63600	77700	91300	249	88300	•Lektor,dosent(nie univ.,technikon)
•Academic assistant (university)	29	7	40	34	30000	38300	62300	28	42600	•Akademiese assistent (universiteit)
156 TEACHER	37	13	36	2255	51000	60500	73800	1578	68700	ONDERWYSER
•Nursery school teacher	43	16	32	15	41600	63500	73400			•Kleuterskoolonderwyser
•Teacher	37	13	36	2240	51000	60500	74000	1571	68800	•Onderwyser
Teacher	37	13	36	2071	50000	60000	73000	1442	67100	Onderwyser
Head of department (teaching)	42	21	37	169	70400	75000	80700	129	84500	Departementshoof (by skool)
159 EDUCATION OCCUPATIONS N.E.C.	46	23	39	206	79000	96200	105400	153	111200	ONDERWYSBEROEPE N.E.G.
•Educational advisor	44	22	38	82	77000	87700	98000	63	101300	•Onderwysadviseur
•Educationalist	47	23	40	120	85900	102700	111200	89	122400	•Onderwyskundige

EMPLOYEES: PRIVATE SECTOR

WERKNEMERS: PRIVATE SEKTOR

15 EDUCATION AND RELATED OCCUPATIONS	41	15	37	276	42300	60500	84000	230	73200	ONDERWYS- EN VERWANTE BEROEPE
•School principal,vice school principal	47	23	42	45	68200	93900	104900	43	105600	•Hoof, adjunkhoof: skool, kollege
Headmaster/school principal	49	24	42	36	74200	96000	110600	34	110300	Skoolhoof
•Lecturer (not university, technikon)	43	19	37	35	40500	70000	94500	31	89700	•Lektor,dosent(nie univ.,technikon)
•Nursery school teacher	39	10	28	12	22300	31700	40500			•Kleuterskoolonderwyser
•Teacher	39	12	35	150	40000	55000	72000	120	59600	•Onderwyser
•Teacher:private tuition(Self-employed)	33	9	31	16	30000	43500	53500	16	45000	•Onderwyser: privaatonderrig
159 EDUCATION OCCUPATIONS N.E.C.	38	12	42	26	53200	73200	87300	19	77400	ONDERWYSBEROEPE N.E.G.
•Educationalist	35	11	40	18	45500	59500	78700	13	60000	•Onderwyskundige
OCCUPATION	A	E	H	N**	25%	Me	75%	N	Me	BEROEP
	MEDIAAN#			SALARIS				PAKKET		

\# Median value of: A = Age E = Years work experience H = Hours worked per week
Mediaanwaarde van: A = Ouderdom E = Jare werkervaring H = Ure per week gewerk

** N : Number of persons in category on which median income is based
N : Getal persone in kategorie waarop mediaaninkomste gebaseer is

* n.e.c. : not elsewhere classified
n.e.g. : nie elders geklassifiseer

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TABLE 1(b)

MEDIAN INCOME OF GRADUATE MEN WORKING FULL TIME ACCORDING TO EMPLOYER SECTOR AND OCCUPATION

TABEL 1(b)

MEDIAANINKOMSTE VAN GEGRADUEERDE MANS WAT VOLTYDS WERK VOLGENS WERKGEWERSEKTOR EN BEROEP

MALE EMPLOYEES: PUBLIC SECTOR

MANLIKE WERKNEMERS: OPENBARE SEKTOR

OCCUPATION	MEDIAN #			SALARY				PACKAGE		BEROEP
	A	E	H	N**	25%	Me	75%	N	Me	
15 EDUCATION AND RELATED OCCUPATIONS	44	21	39	3203	70000	87400	105000	2430	102100	ONDERWYS- EN VERWANTE BEROEPE
151 RECTOR,PRINCIPAL,INSPECTOR OF EDUC.	48	26	40	633	90800	98400	108800	463	115100	REKTOR,SKOOLHOOF,ONDERWYSINSPEKTEUR
•Rector,vice-rector(university,techniko	55	32	49	15	162500	182300	211000	14	256100	•Rektor,viserektor (univ.,technikon)
•Rector,vice-rector(other)	49	26	42	27	104900	108200	122600	21	136000	•Rektor, viserektor (ander)
•School principal,vice school principal	48	26	39	491	88500	97400	105000	361	111200	•Hoof, adjunkhoof: skool, kollege
Headmaster/school principal	48	26	39	383	91000	97900	105500	286	114200	Skoolhoof
Vice-headmaster/school principal	44	22	40	108	79000	85800	94100	75	99600	Adjunkhoof
•Inspector/superintendent of education	51	28	42	100	104100	109100	113100	67	124400	•Onderwysinspekteur
152 LECTURER	46	22	42	1238	84000	96900	119000	1001	116600	LEKTOR, DOSENT
•Dean / faculty head	52	29	46	21	121000	140000	150800	17	170500	•Dekaan, fakulteitshoof
•Lecturer (university, technikon)	46	23	43	1039	85000	100000	121000	855	119100	•Lektor, dosent (univ., technikon)
•Lecturer (not university, technikon)	42	17	35	167	68100	84300	95000	120	94700	•Lektor,dosent(nie univ.,technikon)
•Academic assistant (university)	35	10	41	11	52400	85000	108000			•Akademiese assistent (universiteit)
156 TEACHER	38	15	37	1196	55800	68100	78000	864	79600	ONDERWYSER
•Teacher	38	15	37	1196	55800	68100	78000	864	79600	•Onderwyser
Teacher	38	14	37	1080	54400	66600	77300	775	78400	Onderwyser
Head of department (teaching)	42	21	36	116	71300	76500	81700	89	86400	Departementshoof (by skool)
159 EDUCATION OCCUPATIONS N.E.C.	48	25	39	136	89700	101700	111000	102	122400	ONDERWYSBEROEPE N.E.G.
•Educational advisor	47	26	37	51	80600	92000	99700	38	103700	•Onderwysadviseur
•Educationalist	49	25	40	84	97300	105000	114500	63	128200	•Onderwyskundige
OCCUPATION	A	E	H	N**	25%	Me	75%	N	Me	BEROEP
	MEDIAAN#			SALARIS				PAKKET		

MALE EMPLOYEES: PRIVATE SECTOR

MANLIKE WERKNEMERS: PRIVATE SEKTOR

OCCUPATION	MEDIAN #			SALARY				PACKAGE		BEROEP
	A	E	H	N**	25%	Me	75%	N	Me	
15 EDUCATION AND RELATED OCCUPATIONS	42	18	40	134	54000	75400	94300	115	95800	ONDERWYS- EN VERWANTE BEROEPE
•School principal,vice school principal	47	24	42	34	80200	96800	112700	32	114400	•Hoof, adjunkhoof: skool, kollege
Headmaster/school principal	47	25	42	29	80200	97500	112700	27	117900	Skoolhoof
•Lecturer (not university, technikon)	43	21	41	22	40500	71900	94300	19	94300	•Lektor,dosent(nie univ.,technikon)
•Teacher	39	15	37	61	48000	63000	81200	49	78400	•Onderwyser
OCCUPATION	A	E	H	N**	25%	Me	75%	N	Me	BEROEP
	MEDIAAN#			SALARIS				PAKKET		

\# Median value of: A = Age E = Years work experience H = Hours worked per week
Mediaanwaarde van: A = Ouderdom E = Jare werkervaring H = Ure per week gewerk

** N : Number of persons in category on which median income is based
N : Getal persone in kategorie waarop mediaaninkomste gebaseer is

* N.E.C. : Not elsewhere classified
N.E.G. : Nie elders geklassifiseer

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TABLE 1(c)

MEDIAN INCOME OF GRADUATE WOMEN WORKING FULL TIME ACCORDING TO EMPLOYER SECTOR AND OCCUPATION

TABEL 1(c)

MEDIAANINKOMSTE VAN GEGRADUEERDE VROUE WAT VOLTYDS WERK VOLGENS WERKGEWERSEKTOR EN BEROEP

FEMALE EMPLOYEES: PUBLIC SECTOR

VROULIKE WERKNEMERS: OPENBARE SEKTOR

OCCUPATION	MEDIAN #			SALARY				PACKAGE		BEROEP
	A	E	H	N**	25%	Me	75%	N	Me	
15 EDUCATION AND RELATED OCCUPATIONS	38	14	37	1945	52000	63500	81100	1347	70000	ONDERWYS- EN VERWANTE BEROEPE
151 RECTOR,PRINCIPAL,INSPECTOR OF EDUC.	47	23	41	90	83900	92500	103400	57	99700	REKTOR,SKOOLHOOF,ONDERWYSINSPEKTEUR
•School principal,vice school principal	47	22	40	69	81000	90800	98400	47	96000	•Hoof, adjunkhoof: skool, kollege
Headmaster/school principal	46	21	39	51	83900	92600	102400	36	97500	Skoolhoof
Vice-headmaster/school principal	49	24	41	18	77200	84700	90600	11	88400	Adjunkhoof
•Inspector/superintendent of education	48	26	43	15	94400	103400	109000			•Onderwysinspekteur
152 LECTURER	40	15	38	771	61500	77700	91100	558	88100	LEKTRISE, DOSENT
•Lecturer (university, technikon)	40	15	40	556	63500	79400	91800	421	90000	•Lektrise, dosent (univ., technikon)
•Lecturer (not university, technikon)	42	17	35	196	61600	74000	89900	121	82900	•Lektrise,dosent(nie univ,technikon)
•Academic assistant (university)	27	5	40	19	25900	33800	49500	16	37400	•Akademiese assistent (universiteit)
156 TEACHER	35	11	35	1017	45600	56000	65000	684	59600	ONDERWYSERES
•Nursery school teacher	43	16	32	15	41600	63500	73400			•Kleuterskoolonderwyseres
•Teacher	35	11	35	1002	45600	56000	65000	677	59600	•Onderwyseres
Teacher	35	11	35	953	45500	55800	63200	641	58600	Onderwyseres
Head of department (teaching)	44	21	40	49	68100	73500	78800	36	77100	Departementshoof (by skool)
159 EDUCATION OCCUPATIONS N.E.C.*	41	17	39	67	64800	81800	97400	48	92200	ONDERWYSBEROEPE N.E.G.*
•Educational advisor	42	14	41	29	70000	83000	90600	23	87700	•Onderwysadviseur
•Educationalist	41	17	38	35	63200	82000	99400	25	101000	•Onderwyskundige
OCCUPATION	A	E	H	N**	25%	Me	75%	N	Me	BEROEP
	MEDIAAN#			SALARIS				PAKKET		

FEMALE EMPLOYEES: PRIVATE SECTOR

VROULIKE WERKNEMERS: PRIVATE SEKTOR

OCCUPATION	MEDIAN #			SALARY				PACKAGE		BEROEP
	A	E	H	N**	25%	Me	75%	N	Me	
15 EDUCATION AND RELATED OCCUPATIONS	40	12	35	141	37200	51300	70000	114	55500	ONDERWYS- EN VERWANTE BEROEPE
•School principal,vice school principal	49	22	41	11	58500	84000	95100	11	90000	•Hoof, adjunkhoof: skool, kollege
•Lecturer (not university, technikon)	39	14	32	13	44800	70000	94700	12	72800	•Lektrise,dosent(nie univ,technikon)
•Nursery school teacher	41	10	27	11	20600	31000	40100			•Kleuterskoolonderwyseres
•Teacher	39	11	35	88	37200	50200	65200	70	50400	•Onderwyseres
•Teacher:private tuition(Self-employed)	33	8	31	12	36500	50500	55200	12	50500	•Onderwyseres:privaatonderrig
•Educationalist	40	14	40	12	37900	54700	72000			•Onderwyskundige
OCCUPATION	A	E	H	N**	25%	Me	75%	N	Me	BEROEP
	MEDIAAN#			SALARIS				PAKKET		

\# Median value of: A = Age E = Years work experience H = Hours worked per week
Mediaanwaarde van: A = Ouderdom E = Jare werkervaring H = Ure per week gewerk

** N : Number of persons in category on which median income is based
N : Getal persone in kategorie waarop mediaaninkomste gebaseer is

* N.E.C. : Not elsewhere classified
N.E.G. : Nie elders geklassifiseer

TABLE 2

MEDIAN INCOME OF GRADUATES WORKING FULL TIME ACCORDING TO OCCUPATION, REGION AND EMPLOYER SECTOR

TABEL 2

MEDIAAN INKOMSTE VAN GEGRADUEERDES WAT VOLTYDS WERK VOLGENS BEROEP, GEOGRAFIESE GEBIED EN WERKGEWERSEKTOR

GEOGRAPHICAL REGION	PUBLIC SECTOR					PRIVATE SECTOR					SELF-EMPLOYED					GEOGRAFIESE GEBIED
	**	SALARY		PACKAGE		**	SALARY		PACKAGE		**	SALARY		PACKAGE		
		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND	
•School principal,vice school principal																•Hoof, adjunkhoof: skool, kollege
Johannesburg	26	31	93000	22	105500	28	11	92300								Johannesburg
Pretoria	23	40	94900	27	119300											Pretoria
Rest:Gauteng	23	70	90800	57	103700											Res:Gauteng
Mpumalanga	24	31	93900	20	105800											Oos-Transvaal
Northern Prov.	19	28	96800	20	101600											Noord-Prov.
North West	26	25	97400	18	120100											Noordwes
Durban,Pinetown	28	67	94800	50	110400											Durban,Pinetown
R:KwaZulu/Natal	29	55	94100	38	105000											R:KwaZulu/Natal
Eastern Cape	25	60	98400	38	115100											Oos-Kaap
Cape Town	27	56	100000	38	118200											Kaapstad
R:Western Cape	25	44	97900	36	115200											Res:Wes-Kaap
Northern Cape	23	19	98400	18	114200											Noord Kaap
Free State	20	37	94300	25	105600											Vrystaat
•Lecturer (university, technikon)																•Lektor, dosent (univ., technikon)
Johannesburg	21	165	92100	119	109300											Johannesburg
Pretoria	21	398	97400	299	117200											Pretoria
Rest:Gauteng	16	97	90000	76	112000											Res:Gauteng
Northern Prov.	16	38	88100	29	99300											Noord-Prov.
North West	20	104	89900	99	106500											Noordwes
Durban,Pinetown	20	132	82600	110	98600											Durban,Pinetown
R:KwaZulu/Natal	20	73	94000	58	114600											R:KwaZulu/Natal
Eastern Cape	20	166	91400	139	106700											Oos-Kaap
Cape Town	20	182	96500	141	110700											Kaapstad
R:Western Cape	24	125	96100	108	116000											Res:Wes-Kaap
Free State	21	142	89000	120	103600											Vrystaat
•Lecturer (not university, technikon)																•Lektor,dosent(nie univ.,technikon)
Pretoria	23	55	84200	32	89600											Pretoria
Rest:Gauteng	16	32	71500	21	79300											Res:Gauteng
Mpumalanga	14	24	68100	18	69200											Oos-Transvaal
Northern Prov.	13	28	74000	22	89400											Noord-Prov.
North West	18	25	77700	16	97600											Noordwes
Durban,Pinetown	13	40	80300	30	89600											Durban,Pinetown
R:KwaZulu/Natal	20	24	86600	14	97200											R:KwaZulu/Natal
Eastern Cape	16	30	73200	22	77200											Oos-Kaap
Cape Town	19	42	84000	29	91300											Kaapstad
R:Western Cape	15	21	85300	13	98900											Res:Wes-Kaap
Northern Cape	14	11	74000													Noord Kaap
Free State	18	29	79500	20	86900											Vrystaat
•Teacher																•Onderwyser
Johannesburg	13	113	57400	84	63400	20	29	57400	25	62000						Johannesburg
Pretoria	11	164	60500	118	66400	13	10	51500								Pretoria
Rest:Gauteng	12	238	58000	164	64500	11	20	52300	16	53800						Res:Gauteng
Mpumalanga	11	92	59800	63	62400											Oos-Transvaal
Northern Prov.	11	126	59700	91	63500											Noord-Prov.
North West	14	145	60200	103	65800											Noordwes
Durban,Pinetown	15	232	61900	177	72000											Durban,Pinetown
R:KwaZulu/Natal	14	235	62900	172	74200	14	27	65000	21	77000						R:KwaZulu/Natal
Eastern Cape	14	210	63200	151	73100											Oos-Kaap
Cape Town	14	264	60300	181	71800	11	18	44300	14	47300						Kaapstad
R:Western Cape	14	191	66600	125	74500											Res:Wes-Kaap
Northern Cape	13	88	62200	50	65800											Noord Kaap
Free State	13	131	64000	82	73500											Vrystaat

GEOGRAPHICAL REGION	**	N	RAND	N	RAND	**	N	RAND	N	RAND	**	N	RAND	N	RAND	GEOGRAFIESE GEBIED
		SALARIS		PAKKET			SALARIS		PAKKET			SALARIS		PAKKET		
		OPENBARE SEKTOR					PRIVATE SEKTOR					SELFGEËMPLOJEERD				

** Median years work experience

** Mediaan jare werkervaring

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TABLE 3

MEDIAN INCOME OF GRADUATES WORKING FULL TIME ACCORDING TO OCCUPATION, POST LEVEL AND EMPLOYER SECTOR

TABEL 3

MEDIAAN INKOMSTE VAN GEGRADUEERDES WAT VOLTYDS WERK VOLGENS BEROEP, POSVLAK EN WERKGEWERSEKTOR

POST LEVEL	PUBLIC SECTOR					PRIVATE SECTOR					SELF-EMPLOYED					POS-VLAK
	••	SALARY		PACKAGE		••	SALARY		PACKAGE		••	SALARY		PACKAGE		
		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND	
15 EDUCATION AND RELATED OCCUPATIONS																ONDERWYS- EN VERWANTE BEROEPE
Junior	7	1177	50000	821	54400	7	77	42000	59	42000	11	10	37500	10	39600	Junior
Middle	16	1510	74400	1142	86600	14	59	65000	49	72700						Middel
Senior	22	1393	90000	1045	102200	20	65	73400	55	90500						Senior
Top	27	907	105500	664	123000	24	56	92200	51	100800						Top
•School principal,vice school principal																•Hoof, adjunkhoof: skool, kollege
Middle	22	130	84300	90	98100											Middel
Senior	24	113	90800	82	102100	20	10	92100	10	104900						Senior
Top	27	288	104000	217	117300	25	24	102000	23	117900						Top
•Lecturer (university, technikon)																•Lektor, dosent (universiteit, technikon)
Junior	7	119	52900	99	59600											Junior
Middle	14	576	79700	468	95000											Middel
Senior	23	574	97600	467	118200											Senior
Top	29	302	123300	225	144600											Top
•Lecturer (not university, technikon)																•Lektor,dosent (nie universiteit, technikon)
Junior	11	80	59800	47	67000											Junior
Middle	18	129	77400	86	86800											Middel
Senior	20	118	90800	92	95800	20	19	70000	16	92000						Senior
Top	25	17	100000	11	100000											Top
•Teacher																•Onderwyser
Junior	7	936	49000	644	53000	7	71	42000	54	42000						Junior
Middle	15	563	66000	410	74800	12	26	60500	20	64800						Middel
Senior	18	421	72000	294	80700	21	26	72500	21	85500						Senior
Top	24	224	92100	158	105300	21	17	91000	15	97400						Top

POST LEVEL	••	N	RAND	N	RAND	••	N	RAND	N	RAND	••	N	RAND	N	RAND	POS-VLAK
		SALARIS		PAKKET			SALARIS		PAKKET			SALARIS		PAKKET		
RIENCE		OPENBARE SEKTOR					PRIVATE SEKTOR					SELFGEËMPLOJEERD				

•• Median years work experience

•• Mediaan jare werkervaring

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TABLE 4

MEDIAN INCOME OF GRADUATES WORKING FULL TIME ACCORDING TO OCCUPATION, WORK EXPERIENCE AND EMPLOYER SECTOR

TABEL 4

MEDIAAN INKOMSTE VAN GEGRADUEERDES WAT VOLTYDS WERK VOLGENS BEROEP, WERKERVARING EN WERKGEWERSEKTOR

YEARS WORK EXPE-RIENCE	PUBLIC SECTOR					PRIVATE SECTOR					SELF-EMPLOYED					JARE WERK-ERVARING
	••	SALARY		PACKAGE		••	SALARY		PACKAGE		••	SALARY		PACKAGE		
		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND	
•School principal,vice school principal																•Hoof, adjunkhoof: skool, kollege
8 - 12	40	31	84000	20	95800											8 - 12
13 - 17	39	71	85000	52	96100											13 - 17
18 - 22	40	109	94300	86	103700											18 - 22
23+	39	346	97900	246	115400	42	26	93900	24	105300						23+
•Lecturer (university, technikon)																•Lektor, dosent (universiteit, technikon)
< 3	37	44	50100	38	55800											< 3
3 - 7	39	169	62500	140	74900											3 - 7
8 - 12	40	233	79000	194	92100											8 - 12
13 - 17	40	237	87300	193	101800											13 - 17
18 - 22	43	270	96600	203	114400											18 - 22
23+	43	697	107000	554	126000											23+
•Lecturer (not university, technikon)																•Lektor,dosent (nie universiteit, technikon)
3 - 7	32	40	54600	28	57200											3 - 7
8 - 12	35	79	73800	55	86200											8 - 12
13 - 17	35	63	83700	48	90500											13 - 17
18 - 22	35	54	82000	36	91700	36	10	93300								18 - 22
23+	34	127	89800	75	95000	44	10	89000	10	95000						23+
•Teacher																•Onderwyser
< 3	32	179	35400	124	37600	32	22	32200	16	34000						< 3
3 - 7	35	445	48200	312	51800	32	32	42100	24	42100	6	14	9900	13	10000	3 - 7
8 - 12	35	455	58000	334	65000	32	46	48600	39	48900	20	15	19200	15	19200	8 - 12
13 - 17	37	412	65900	295	74700	32	26	47100	20	47100	11	10	16300	11	16300	13 - 17
18 - 22	37	303	71300	207	80000	41	27	58500	23	62400						18 - 22
23+	35	476	74500	319	86400	33	37	72000	30	81800	15	20	11100	20	11100	23+

YEARS WORK EXPE-RIENCE	••	N	RAND	N	RAND	••	N	RAND	N	RAND	••	N	RAND	N	RAND	JARE WERK-ERVARING
		SALARIS		PAKKET			SALARIS		PAKKET			SALARIS		PAKKET		
		OPENBARE SEKTOR					PRIVATE SEKTOR					SELFGEËMPLOJEERD				

•• Median hours worked per week

•• Mediaan ure per week gewerk

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TABLE 5

MEDIAN INCOME OF GRADUATES ACCORDING TO OCCUPATION, WORKING HOURS AND EMPLOYER SECTOR

TABEL 5

MEDIAAN INKOMSTE VAN GEGRADUEERDES VOLGENS BEROEP, WERKURE EN WERKGEWERSEKTOR

WORKING HOURS	PUBLIC SECTOR				PRIVATE SECTOR				SELF-EMPLOYED				WERK-URE
	SALARY		PACKAGE		SALARY		PACKAGE		SALARY		PACKAGE		
	N	RAND	N	RAND	N	RAND	N	RAND	N	RAND	N	RAND	
•School principal, vice school principal													•Hoof, adjunkhoof: skool, kollege
15 - 29	78	90800	60	104500									15 - 29
30 - 44	310	97400	223	108500	23	84000	23	95800					30 - 44
45+	165	97600	121	114200	20	102000	19	125600					45+
•Lecturer (university, technikon)													•Lektor, dosent (universiteit, technikon)
1 - 14	29	78200	24	78200									1 - 14
15 - 29	131	82500	102	97600									15 - 29
30 - 44	854	89600	691	105500									30 - 44
45+	640	100000	508	117200									45+
•Academic assistant (university)													•Akademiese assistent (universiteit)
1 - 14	61	12000	39	12000									1 - 14
15 - 29	32	24700	23	24700									15 - 29
30 - 44	27	32800	21	35500									30 - 44
•Teacher													•Onderwyser
1 - 14	54	31900	37	33600	27	18300	18	19200	33	10000	34	10000	1 - 14
15 - 29	499	57400	356	63900	39	34500	35	34500	22	23000	22	23000	15 - 29
30 - 44	1270	60500	887	69200	99	57300	79	62400					30 - 44
45+	424	67000	299	74700	24	65600	20	69800					45+

WORKING HOURS	N	RAND	N	RAND	N	RAND	N	RAND	N	RAND	N	RAND	WERK-URE
	SALARIS		PAKKET		SALARIS		PAKKET		SALARIS		PAKKET		
	OPENBARE SEKTOR				PRIVATE SEKTOR				SELFGEËMPLOJEERD				

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TABLE 6

COMPARISON OF THE INCOME OF MEN AND WOMEN WORKING FULL TIME ACCORDING TO OCCUPATION AND WORK EXPERIENCE

TABEL 6

VERGELYKING VAN DIE INKOMSTE VAN MANS EN VROUE WAT VOLTYDS WERK VOLGENS BEROEP EN WERKERVARING

EMPLOYEES: PUBLIC SECTOR

WERKNEMERS: OPENBARE SEKTOR

YEARS WORK EXPERIENCE	MALE					FEMALE					TOTAL					JARE WERKERVARING
	••	SALARY N	SALARY RAND	PACKAGE N	PACKAGE RAND	••	SALARY N	SALARY RAND	PACKAGE N	PACKAGE RAND	••	SALARY N	SALARY RAND	PACKAGE N	PACKAGE RAND	
•School principal, vice school principal																•Hoof, adjunkhoof: skool, kollege
11 - 20	40	131	90700	97	101100	35	27	83600	17	83600	39	158	90100	114	98900	11 - 20
21 +	38	344	98000	250	116200	42	40	92400	29	100100	39	385	97900	279	114400	21 +
•Lecturer (university, technikon)																•Lektor, dosent (universiteit, technikon)
0 - 5	42	66	57100	57	71500	38	63	52000	51	60500	39	129	54700	108	69400	0 - 5
6 - 10	42	108	81900	91	98400	38	109	67200	84	75300	39	217	73900	175	87200	6 - 10
11 - 20	43	276	94700	230	113600	39	210	79200	161	91000	42	487	88700	392	102800	11 - 20
21 +	44	610	110700	494	130800	42	174	90600	125	103800	43	798	106300	629	125300	21 +
•Lecturer (not university, technikon)																•Lektor, dosent (nie universiteit, technikon)
0 - 5	35	15	55000	10	58000	32	14	40200			32	29	47700	18	50700	0 - 5
6 - 10	30	27	67000	21	77200	33	36	63400	24	63400	32	63	65000	45	68100	6 - 10
11 - 20	38	57	85100	46	96400	35	76	76400	52	85600	35	134	80000	98	91000	11 - 20
21 +	34	68	91100	43	103500	35	70	83100	37	90800	35	139	90000	81	97400	21 +
•Teacher																•Onderwyser(es)
0 - 5	35	195	42900	131	48500	34	229	40000	159	42300	35	424	41800	290	43600	0 - 5
6 - 10	37	210	57400	160	67300	35	250	53000	179	56500	35	460	54600	339	60500	6 - 10
11 - 20	38	409	71500	299	82400	36	333	61000	225	65800	37	744	66000	526	74100	11 - 20
21 +	37	382	76800	274	89200	35	190	69800	114	76800	36	583	74400	394	85800	21 +
•Educational advisor																•Onderwysadviseur
11 - 20	41	16	87700	12	94900	46	11	85900	10	96400	42	27	87300	22	94900	11 - 20
21 +	37	30	96700	22	108400	41	11	84300			37	41	93600	29	104600	21 +
•Educationalist																•Onderwyskundige
11 - 20	41	20	104000	15	119000	39	16	83600	11	107800	40	36	95800	26	108400	11 - 20
21 +	40	60	105400	47	132500	40	14	92500	10	105800	40	74	105000	57	128200	21 +

EMPLOYEES: PRIVATE SECTOR

WERKNEMERS: PRIVATE SEKTOR

•Teacher																•Onderwyser
0 - 5	35	12	40100	10	50400	34	23	37300	17	37300	34	35	38000	27	38000	0 - 5
6 - 10	35	11	54800			35	17	50800	13	57400	35	28	53500	21	58500	6 - 10
11 - 20	36	15	69000	14	79700	34	34	50300	26	50300	35	49	59800	40	59800	11 - 20
21 +	42	23	80000	17	98900	38	14	66200	14	73600	39	37	75900	31	90500	21 +
YEARS WORK EXPERIENCE	••	N	RAND	N	RAND	••	N	RAND	N	RAND	••	N	RAND	N	RAND	JARE WERKERVARING
		SALARIS		PAKKET			SALARIS		PAKKET			SALARIS		PAKKET		
		MANLIK					VROULIK					TOTAAL				

•• Median hours worked per week

•• Mediaan ure per week gewerk

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TABLE 7

MEDIAN INCOME OF GRADUATES WORKING FULL TIME ACCORDING TO OCCUPATION, WORK EXPERIENCE, POPULATION GROUP AND EMPLOYER SECTOR

TABEL 7

MEDIAANINKOMSTE VAN GEGRADUEERDES WAT VOLTYDS WERK VOLGENS BEROEP, WERKERVARING, BEVOLKINGSGROEP EN WERKGEWERSEKTOR

	0 - 5 years / jare					6 - 10 years / jare					11 - 20 years / jare					20 + years / jare					TOTAL / TOTAAL				
	**	S		P		**	S		P		**	S		P		**	S		P		**	S		P	
		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND
•School principal,vice school principal / •Hoof, adjunkhoof: skool, kollege																									
Public Sector / Openbare Sektor																									
Asian / Asiër											31	43	84300	29	95000	34	79	97400	55	114400	34	83	96000	58	114100
Black / Swart											39	14	87300	12	104900	31	28	91100	23	102400	31	79	89000	59	97200
Colour / Kleur											42	97	90900	70	100800	31	21	97400	16	110800	34	37	94300	30	107500
White / Blank																42	256	99200	185	117000	42	361	97800	261	110900
•Inspector/superintendent of education / •Onderwysinspekteur																									
Public Sector / Openbare Sektor																									
Black / Swart																38	24	113100	17	128400	37	34	113000	23	127400
White / Blank																44	61	105500	37	121000	43	69	105500	44	117100

•• Median hours worked per week S: Salary P: Package

•• Mediaan ure per week gewerk S: Salaris P: Pakket

(Continued) (Vervolg)

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	0 - 5 years / jare					6 - 10 years / jare					11 - 20 years / jare					20 + years / jare					TOTAL / TOTAAL				
	**	S		P		**	S		P		**	S		P		**	S		P		**	S		P	
		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND
•Lecturer (university, technikon) / •Lektor, dosent (universiteit, technikon)																									
Public Sector / Openbare Sektor																									
Asian / Asiër											38	22	77600	19	94000	35	16	94200	15	115500	35	55	78000	49	97600
Black / Swart						33	17	72000	12	83900	34	25	82500	14	94300	36	17	97200	14	109300	35	66	83200	46	92800
Colour / Kleur																					40	20	82100	17	102200
White / Blank	41	111	55900	92	69800	41	186	74600	153	88200	42	432	89400	352	104500	44	744	106800	583	125800	42	1473	93200	1180	110700
•Lecturer (not university, technikon) / •Lektor,dosent (nie universiteit, technikon)																									
Public Sector / Openbare Sektor																									
Asian / Asiër																					36	18	79200	14	94100
Black / Swart	35	13	62300			27	17	68000	12	69900	29	23	86900	19	91300						28	59	68100	41	79300
Colour / Kleur																					31	15	84300		
White / Blank	32	16	38200	10	46000	33	39	59600	28	63200	38	96	79300	67	89700	35	120	90400	72	97000	35	271	80000	177	90800
•Teacher / •Onderwyser																									
Public Sector / Openbare Sektor																									
Asian / Asiër	28	31	43000	24	44200	31	63	54400	51	62300	31	98	61900	77	73800	31	108	74900	89	86800	31	300	63100	241	75700
Black / Swart	28	94	40400	63	42800	31	60	57100	49	63000	30	96	68100	68	77200	30	42	73400	28	77400	30	292	56600	208	62600
Colour / Kleur	32	46	41600	25	42700	33	32	55200	28	62600	33	63	65100	41	76300	32	31	76800	19	94800	32	172	59200	113	68700
White / Blank	38	253	42000	178	44000	38	305	54400	211	59600	39	485	66600	338	73600	38	391	74400	252	85000	38	1434	61000	979	68200
Private Sector / Privaatsektor																									
Black / Swart																					35	17	60100	12	62400
White / Blank	34	24	37500	19	38000	35	23	53000	17	58400	35	43	57400	35	57400	39	34	76900	29	90500	35	124	55500	100	59600

** Median hours worked per week S: Salary P: Package

** Mediaan ure per week gewerk S: Salaris P: Pakket

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TABLE 8

MEDIAN INCOME OF GRADUATES WORKING FULL TIME ACCORDING TO FIELD AND LEVEL OF STUDY AND EMPLOYER SECTOR

TABEL 8

MEDIAAN INKOMSTE VAN GEGRADUEERDES WAT VOLTYDS WERK VOLGENS STUDIERIGTING, KWALIFIKASIEVLAK EN WERKGEWERSEKTOR

FIELD OF STUDY	PUBLIC SECTOR					PRIVATE SECTOR					SELF-EMPLOYED					STUDIE-RIGTING
	**	SALARY		PACKAGE		**	SALARY		PACKAGE		**	SALARY		PACKAGE		
		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND	
EDUCATION																OPVOEDKUNDE
B-degree	6	185	50200	136	54300	7	52	47200	41	56400	12	12	30000	12	30000	B-graad
Post grad.dipl.	11	895	57800	616	65700	11	295	65000	250	79300	18	92	87000	93	90000	Nagraadse dip
Hons-degree	20	891	80200	652	92800	19	74	83500	65	102000	23	27	100000	26	100000	Hons-graad
M-degree	22	317	91300	241	105000	27	18	98700	15	125500	15	14	66000	13	66000	M-graad
D-degree	27	136	105000	109	124800											D-graad

FIELD OF STUDY	**	N	RAND	N	RAND	**	N	RAND	N	RAND	**	N	RAND	N	RAND	STUDIE-RIGTING
		SALARIS		PAKKET			SALARIS		PAKKET			SALARIS		PAKKET		
		OPENBARE SEKTOR					PRIVATE SEKTOR					SELFGEEMPLOJEERD				

** Median years work experience

** Mediaan jare werkervaring

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The following reports on the remuneration of graduates in 1994 are available:

1. *Main report*: Includes all occupations, with a breakdown of occupations according to the different variables. Field and level of study also included.
2. Short report: Same as *Main Report* but without breakdown of occupations.

Occupational group reports, with a breakdown of occupations according to the different variables. Field and level of study also included:

3. Engineers, architects, quantity surveyors, town and regional planners and land surveyors
4. Natural science, computer and agricultural occupations
5. Medical and health science occupations
6. Education occupations
7. Human resources, financial, economic and sales occupations
8. Legal, religious, social sciences and other humanities
9. Managerial, administrative and clerical occupations: Managers, according to managerial level

Die volgende verslae oor die vergoeding van gegradueerdes in 1994 is beskikbaar:

1. *Hoofverslag*: Sluit alle groepe in. Besonderhede word ook volgens die verskillende veranderlikes verskaf. Studierigting en vlak van kwalifikasie word ook ingesluit.
2. *Kortverslag*: Sluit alle beroepe in, maar gee nie besonderhede van al die veranderlikes nie. Studierigting en vlak van kwalifikasie word wel ingesluit.

Beroepsgroepverslae: Besonderhede word ook volgens die verskillende veranderlikes verskaf. Studierigting en vlak van kwalifikasie word wel ingesluit.

3. Ingenieurs, argitekte, bouekonome, stads- en streeksbeplanners en landmeters
4. Natuurwetenskaplike, rekenaar- en landboukundige beroepe
5. Mediese en gesondheidswetenskapberoepe
6. Onderwysberoepe
7. Menslike hulpbronne, finansiële, ekonomiese en verkoopsberoepe
8. Regs-, godsdiens-, sosiale en ander geesteswetenskaplike beroepe
9. Bestuurs-, administratiewe en klerklike beroepe. Bestuursberoepe word volgens bestuursvlak onttrek.

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